



# Mendocino County

## Legislation Text

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File #: 20-1236, Version: 1

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**To:** Board of Supervisors

**From:** Human Resources

**Meeting Date:** January 26, 2021

**Department Contact:** William Schurtz

**Phone:** 234.6600

**Department Contact:** Juanie Cranmer

**Phone:** 234.6600

**Item Type:** Consent Agenda

**Time Allocated for Item:** N/A

**Agenda Title:**

Adoption of Resolution Requiring a Salary Revision to Senior Program Manager - Nursing, Salary No. 4890 to Correspond with Senior Program Manager - Children's, Salary No. 4481 Pending Completion of Classification and Pay Equity Study, Pursuant to October 15, 2020 Side Letter Agreement with Management Association

**Recommended Action/Motion:**

Adopt Resolution requiring a salary revision to Senior Program Manager - Nursing, Salary No. 4890 to correspond with Senior Program Manager - Children's, Salary No. 4481 pending completion of classification and pay equity study, pursuant to October 15, 2020 Side Letter Agreement with Management Association; and authorize Chair to sign same.

**Previous Board/Board Committee Actions:**

On June 23, 2020, the Board of Supervisors adopted the Master Position Allocation Table for the FY 2020-2021 Budget, Resolution Number 20-079. On October 15, 2020 the County entered into a Side Letter Agreement with Management Association regarding pay equity issue related to the Sr. Program Manager - Nursing.

**Summary of Request:**

The Human Resources Department is charged, as part of the overall maintenance of the classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine requests for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

In December 2018, through the adoption of Resolution No. 18-181, the salary of Senior Program Manager - Nursing was established to address the compaction and disparity created through the March 13, 2018, Resolution No. 18-037 adjustments to Nursing classifications. During labor negotiations with the Management Association in October 2020, the issue of pay equity between the Sr. Program Manager - Nursing and Sr. Program Manager - Children's was discussed. The County agreed, through Side Letter dated October 15, 2020, to study the pay equity issue and that if requisition is made to hire new Sr. Program Manager - Nursing employee/s prior to the completion of the study, Human Resources shall present to the Board a requirement that the salary of Sr. Program Manager - Children's be used pending the completion of the study.

A request to fill a Sr. Program Manager - Nursing has been submitted by Health and Human Services Agency (HHSA); therefore, this agenda item and attached Resolution call for the adoption of a temporary revision to the pay of future Sr. Program Manager - Nursing, from Salary No. 4890 (\$123,635.20/annually at Step 5) to Salary No. 4481 (\$119,017.60/annually at Step 5). The fiscal impact shown below reflects the wages at Step 5 including the cost of benefits. This action results in a reduction in costs. This temporary pay revision will not impact Sr. Program Manager - Nursing employees hired prior to October 15, 2020.

**Alternative Action/Motion:**

Do not adopt recommendations and direct staff to study alternatives.

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** Budget Unit 4013

**current f/y cost:** \$77,361 (\$3,002 Savings)

**annual recurring cost:** \$201,140 (\$7,804 Savings)

**budget clarification:** N/A

**budgeted in current f/y:** Yes

**if no, please describe:**

**revenue agreement:** N/A

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

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**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

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**Executed By:** Atlas Pearson, Deputy Clerk I

**Date:** January 27, 2021

**Final Status:** Adopted

**Executed Item Type:** Resolution **Number:** 21-009

